

An Analysis of the Reasons for Staff Turnover amongst Paramedics in South Africa

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ABSTRACT The objective of this study was to determine the factors that improve retention possibilities amongst paramedics, as well as verify the influence of demographic properties on retention possibilities amongst paramedics. Data was collected for this study through a job satisfaction scale, which was revised to accommodate a few unique elements to this study. Demographic properties of the subjects did not produce any striking statistical significance. Both men and women subjects found their professions exciting; the married and unmarried ones included. This study suggests that employers of paramedics are able to retain them as well as maintain good relations with them by providing a satisfying work environment where these employees can perform well and continue being productive. Future research can examine the degree of relatedness or otherwise of paramedics in different provinces within private and public health systems; and the proportion of resignations between males and females.